

TEAM Westport
2005-2006 Report

October, 2006

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During 2005 and 2006, TEAM Westport continued to extend its efforts according to the mission, focus, approach and structure of its charter and progression to date. Those efforts consistently addressed the **Key Challenges** spelled out in our 2004 Report (see Appendix). Throughout this period, there was also significant evolution via expanded involvement and continuous improvement as TEAM went through the formal process of becoming an official Westport Town Committee and moved forward in each of its initiative arenas – Education, Marketing, Outreach, Governance, and Programs.

Our mission continued to be helping Westport/Weston achieve and celebrate a more welcoming, multicultural community with particular focus on race, religion/ethnicity and sexual orientation. In that regard, the approach of promoting multiculturalism and diversity in ways that are enticing, compelling and fun remained paramount. We extended this approach via a comprehensive set of programs and initiatives through our organization's committee structure:

- **Program Committee**
 - Community-building events, programming and networks
- **Outreach Committee:**
 - Work with Government organizations
 - Diversity-related cultural, social and faith-based programs
 - Regional partnerships including faith communities
- **Marketing Committee**
 - Developing and implementing an effective plan and infrastructure to
 - celebrate the diversity within the Westport/Weston community
 - promote a positive, welcoming image of Westport/Weston
 - increase awareness of events within the community which might bring people of diverse backgrounds together
- **Education Committee**
 - Youth, Schools programming
- **Governance**
 - Legal issues and Internal Governance
 - Relationships with Government organizations
 - Town of Westport
 - Other
 - Planning and Implementation of "Friends of TEAM Westport"

The current slate of TEAM Westport officers and other members currently include the following:

Gordon Joseloff-First Selectman, Harold Bailey-Chair, Lisa Friedland – Secretary, Cheryl Scott-Daniels-Marketing Committee Chair, Steve Daniels-Outreach Committee Chair, Bernicestine M. Bailey-Program Committee Chair, Barbara Butler-Education Committee Chair, Al Puchala-Governance Committee Chair, Dan Woog, Glenn Lau-Kee, Amy Meyerson, Nicholas Rudd, Wafaa Naggar, José Estabil, and Stuart Losen.

Other members who were involved during this period but are currently no longer active include: Diane Farrell, Ivan Fong, Craig Polite, Floyd McCoy, Rita Ghei, and David Wiltse.

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The following are key initiatives pursued by each of TEAM Westport's committees during the period of this report.

Governance Initiatives

Becoming a Town Committee

During the major portion of 2005, TEAM Westport's efforts were focused on the objective of being named an official council of the Town of Westport. Prior to that time, we served as an ad hoc Committee appointed by the First Selectwoman. The Governance Committee led all aspects of this effort for TEAM Westport. Through extensive work with First Selectwoman Diane Farrell, RTM Chair Gordon Joseloff and our RTM Sponsor Ann Sheffer, Governance enabled TEAM Westport to become a standing Committee of the Town of Westport in the summer of 2005.

Friends of TEAM Westport

Following the successful completion of our effort to become a standing Town Committee, Governance once more focused on developing a "Friends of TEAM Westport" grassroots organization. While a good deal of progress has been made, the work leading up to a successful launch is still under way. The objective of such an organization is that it enable and leverage programming and initiatives on an extended basis at the individual and neighborhood levels.

Outreach Initiatives

Police Department Recruiting

At the request of Chief Al Fiore, TEAM Westport worked with the Westport Police department to advise and assist in its minority recruiting efforts. Via several meetings and outreach to the Norwalk community, awareness of the opportunity for minority applicants was significantly extended.

Fire Department Recruiting

Chief Chris Ackerley and his recruiting team engaged effectively with TEAM Westport to develop a comprehensive plan for minority recruiting. The result was widespread publicity in the minority community, record minority turnout for the qualification exams, the extension of one offer, and a backlog of competitive future minority candidates.

Tamara Mann Incident

Following the report of an ugly incident of discrimination via a letter to the editor in a local paper, TEAM Westport worked with the First Selectman and other town officials to develop a process for incident reporting and response.

Input to 10 Yr. Town Plan

Provided extensive input to the Town's Planning and Zoning Committee during its process of preparation for the drafting of the new 10 Year Plan. (see Appendix B)

League of Cities Program Involvement

Via TEAM Westport, the Town of Westport was accepted by the League of Cities into its select program *Lessons Learned: How Communities are Addressing Racial Inequities*. We will share information in this arena with a number of other towns and cities nationwide. (see Appendix C)

Leadership Interviews at TW Meetings

Scheduled interviews/discussions with leaders of key organizations in town. They included Maxine Bleiweis (Westport Library), Barbara Sweet (Westport Chamber of Commerce), Police and Fire Chiefs, and First Selectman.

Holocaust Initiative Worked with Temple Israel and the local UJA chapter to assist the Westport Library in planning events around the acquisition from the Shoah Foundation of 15 videotapes of Holocaust victims who are Westport residents.

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Education Initiatives

Staples Civil Rights Initiative

As exciting and extensive as our initiatives were during this period, in no area was this more the case than Education due to the Staples Civil Rights Initiative. Following up on areas of collaboration suggested by Lynne Shain, we worked with the Staples High American History faculty and Marylou Huisking (Westport Schools Diversity Coordinator) to develop a multi-week set of programming for all sophomore students. TEAM Westport served as the coordinator for involving other community organizations including the Westport Country Playhouse, the Westport Arts Center, and the Westport Library. The result was a comprehensive set of programming which included the following:

Classes

- Playwright and Director Tazewell Thompson on his award-winning play Constant Star (portraying the life and work of Ida B. Wells)
- Filmmakers Tracy Sugarman and Bill Buckley on the making of their documentaries "O Freedom" and "The Lady at the Lincoln Memorial."
- Author Joel Lang on his book "Complicity" (focused on the complicity of the North and Westport in slavery)
- Author Tracy Sugarman on his two books, Stranger at the Gates and We Had Sneakers-They Had Guns (both concern the Civil Rights movement in Mississippi during 1964-65)
- Master Class for the Staples Jazz Band with Jazz Percussionist Damon Grant (funded by TEAM Westport)
- For culinary students, Soul food cooking by Norwalk's Chef Jeff
- Panels of 3-5 community members featured in each of 7 US History classes to discuss Civil Rights and their experiences as members of a minority in Westport/Weston. Participants included Steve Daniels, José Estabil, Dan Woog, Craig Polite, Gene Takahashi, Vi Takahashi, Delores Paoli, Julie Min Chayet, Bernicestine Bailey and Harold Bailey.

Exhibits

- Tracy Sugarman sketches depicting the American civil rights struggle
- Portraits by Eric von Schmidt featuring legendary blues figures
- Eight photos from the recently released Birmingham News ***Unseen.Unforgotten*** series.
- Student artwork
 - o depicting the influences of race issues in America
 - o posters designed to publicize "Thurgood" by George Stephens, Jr.
 - o focused on *Artists of the Harlem Renaissance and the Civil Rights Movement*

Events

- Performance of "Thurgood" starring James Earl Jones at the Westport Country Playhouse attended by all sophomores.
- Special feast of southern dishes prepared by the Chartwells culinary staff for all Staples students.

In keeping with our role as a catalyst for related programming by other town institutions and organizations, it is TEAM Westport's genuine hope and intent that the Civil Rights Initiative be continued annually and eventually become part of the Staples U.S. History curriculum.

'Open Choice'

Meetings with Westport 'Open Choice' coordinator Julie Horowitz and several students from the program.

Prudence Crandall

This one woman play was originally co-sponsored with ADL, Temple Israel, Westport Schools, Westport PTAs and Westport/Weston Clergy. During 2006, it became an official part of the Social Studies curriculum for all Westport 8th grade students.

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Program Initiatives

T.E.A.M. Westport Staples Scholarships

During 2005, we initiated the awarding of one or more scholarships annually to the Staples High School graduating senior whose leadership, personal involvement and high standards of service have most significantly advanced the engagement and understanding of the Staples Community with respect to diversity in the areas of race, ethnicity/religion and/or sexual orientation. The initial awardees in 2005 were Jessica Procyk and Rebecca Kamins. In 2006, the awardees were Melissa Millman and Lauren Kritzer.

Westport Library - "Complicity"

Co-sponsored an 'Authors at the Library' session which featured Joel Lang - one of the co-authors of "Complicity".

Who's Your Neighbor

Launched an on-going series of open forums focused on topics within the TEAM Westport focal area. Our initial conversation was on Religion. Lead participants included Dr. Kareem Adeeb from the American Institute for Islamic and Arabic Studies, Reverend John Branson from Christ and Holy Trinity Church, and Rabbi Robert J. Orkand of Temple Israel. Reverend Frank Hall of The Unitarian Church in Westport served as the moderator.

"Diary of Anne Frank" talk-back

Co-sponsored a talk-back following a performance of the "Diary of Anne Frank" by Staples High School students. The talk back involved actual Holocaust survivors.

Marketing Initiatives

Infrastructure

The Marketing Committee continued to manage TEAM Westport's web presence. Plans are in place to more tightly integrate www.teamwestport.com with the Town site (www.westportct.org).

Brochures

Plans are currently underway to produce and distribute brochures for citizens as well as prospective residents.

On-going Media Communications / Relationship

Marketing continued to maintain and extend TEAM Westport's media relationships. It provided press releases and media coverage for most of the key initiatives contained in this report.

Looking Ahead

TEAM Westport will continue to extend itself as a Town committee in accord with our mission and approach. Of particular focus will be completing the groundwork for a successful launch of a "Friends of" organization. In addition, we will pursue the further engagement of Westport/Weston citizens in our programs and initiatives. We very much thank the Town of Westport for the confidence it has shown in us through the granting of full Town Committee status. We pledge our ongoing commitment to helping the Town effectively meet its goals for diversity and multiculturalism.

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Appendix A: Environment and Key Challenges

Environment

The following are key elements of TEAM Westport's assessment of the historic and current environments for diversity and multiculturalism in Westport.

- Westport would benefit from more residents with diverse backgrounds.
- Our comfortable way of life here masks uncomfortable issues such as prejudicial perceptions which might sometimes result in prejudicial attitudes and behaviors.
- Behavior based on stereotypes has been present in most institutions to some degree, at some times and has had a cumulative impact over time.
- Generally, existing channels, forums, organizations and mechanisms do not address multiculturalism and diversity centrally as an integral part of the core of their missions.
- By establishing and supporting TEAM Westport, the Town has taken a major step forward in proactively addressing the above conditions.
- In addition to TEAM Westport as a Town committee, a complementary, external grassroots organization leveraging existing assets in the community would be the likely vehicle for most effectively addressing all of the above conditions.

Key Challenges

- a. Ensure that awareness, concern and conversation regarding diversity and multiculturalism are part of the fabric of the Westport community.
- b. Eliminate 'negative assumptions' that Westporters of diverse backgrounds don't live here and are not welcome here.
- c. Enable children in the Community to grow up with an expanded view of social reality - prepared to embrace the diverse world outside Westport.
- d. Enable the views, attitudes and concerns of children of diverse backgrounds to be nurtured, respected and encouraged to ensure their growth as healthy human beings.
- e. Ensure that Westporters of diverse backgrounds have facile access to the informal networks which allow them to leverage the key benefits of the community.
- f. Provide teachers and other employees from outside the community the clear understanding that Westport neither prefers nor expects a lack of diversity.
- g. Effectively address history and perception of profiling in Westport among people of diverse backgrounds.
- h. Expand perspectives and directions of community organizations and institutions to embrace the needs of non-majority populations, e.g., language, food, preferred activities , hair care, etc.
- i. Encourage organizations and institutions to include as part of their conversations and mindsets the establishment of explicit goals for diversity/multiculturalism and/or standards against which to measure change.
- j. Establish effective forum and mechanisms for addressing issues of diversity such that multiculturalism may be effectively achieved, celebrated and extended from individual through Town levels.

**Appendix B: TEAM Westport Input to Planning & Zoning
Committee Re: the 2007 Ten Year Plan**

WESTPORT



Plan of Conservation & Development

BOARD OR AGENCY QUESTIONNAIRE

Name: Harold Bailey
Board/Agency: TEAM Westport (see enclosed Report for Background)

The Town of Westport is preparing a Plan of Conservation & Development which will look 10 to 20 years into the future and suggests policies and actions that will enhance the Town and improve the quality of life for its residents. This survey is intended to give you an opportunity to identify issues that are important for the Town to consider as part of the planning process.

General Issues Regarding the 1997 Plan

1. Do you use the 1997 Town Plan? Why or why not?

No.

2. Do you think the Plan has served the Town well over the past ten years? Why or why not?

N/A

3. Do you have any suggestions to encourage better use of the Plan?

Since this is a bonafide plan for the Town – not just for its land use, it should be expanded to include social and economic ‘character’ goals and actions.

The First Selectmen for the period of the plan should utilize its actions to set their agendas and update the plan via process of continuous improvement on an on-going basis.

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Specific Issues Regarding the 1997 Plan

4. Please review the Implementation section of the 1997 Town Plan that relates to your board's responsibilities. What portions of the 1997 Plan have been completed?

N/A

5. If not completed, is there an expected timeline for completion?

N/A

6. What portions of the 1997 Plan should be ongoing or need to be addressed again in the 2007 Plan?

N/A

7. Related to your board's responsibility, what do you see as the greatest needs for the next ten years?

Attracting a larger proportion of residents with diverse backgrounds.

Obviating prejudicial attitudes and behaviors as we extend and enhance Westport's traditional comfortable way of life.

Ensuring that our institutions effectively address and eliminate behavior based on stereotypes in order to reverse the reputation of 'unwelcome-ness' the town has developed externally over time with some populations.

Making the embrace of multi-culturalism and diversity at the organization, community, and individual levels a pro-active one.

[See Pg. 8 of enclosed TEAM Westport 2003-2005 Report for more details.]

8. What needs do you feel are critical? Why?

Support for attracting more residents with diverse backgrounds who otherwise match the socioeconomic and occupational profiles of current Westport residents. Just as the presence of more non-white faces in ordinary roles on national and local television in the last 30 years has positively affected our society's attitudes and behavior, the same would be true in Westport with more people living here who aren't 'like everybody else' who lives here.

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General Issues Regarding Westport

1. What do you especially like about Westport and how it has developed?

The facility with which the town has evolved to address change in external environments.

2. Is there anything about how Westport developed you do not care for?

**Strong message perceived over time that minorities are not welcome.
(From 50's 'Onion Alley' fire to cumulative experiences of diverse
populations in Norwalk and Bridgeport).**

3. What would you like to see encouraged in Westport?

**Proactive embrace of diversity and multiculturalism by the town and its
citizens fully perceived by neighboring populations and prospective
citizens.**

4. What would you like to see discouraged in Westport?

**Issues, attitudes, and behaviors which create barriers to a fully welcoming
community.**

5. What do you see as the greatest need in Westport in the next ten to twenty years?

**Eliminating the "bubble effect" which reinforces an artificial homogeneity
to Westport style and substance.**

6. What do you see as the greatest challenge facing Westport in the next ten to twenty years?

**Bringing more of the world into Westport without changing other aspects
of the character of the town.**

Specific Issues Regarding The Plan Update

7. The major topics in the Plan are below. From your perspective, what is the most important issue in Westport? Why?

Conservation Issues

Natural Resources
Open Space
Historic Resources
Community Character

Development Issues

Structure (village centers,
etc.)
Housing Needs
Residential Development
Business Development

Infrastructure Issues

Community Facilities
Vehicular Transportation
Pedestrian Circulation
Utility Infrastructure

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“Community Character” should be expanded to include social and economic aspects of the town’s character.

8. Is there any other topic that you feel should be considered in the Plan?

Process should be established for management and enhancement of Plan goals and actions by associated Town functions on an on-going basis via continuous improvement.

Comprehensive Plan could be overseen by current and succeeding First Selectmen via software implemented as part of the Town’s technology initiative.

9. Are there any other comments you would like to add?

TEAM Westport is committed to working proactively with P&Z and associated organizations involved in the planning effort to make it a success for Westport over the next decade and a springboard for success for decades to come.

Please return your comments to:

Laurence Bradley, AICP
Planning & Zoning Director
Westport Town Hall
110 Myrtle Avenue
Westport, CT 06880

Fax: 203-454-6145

Also: PowerPoint Presentation of Recommendations also available online and via the First Selectman’s Office.

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Appendix C
TEAM Westport Input to 2006 League of Cities Survey

Lessons Learned: How Communities are Addressing Racial Inequities
Community Survey

This project, funded by the Annie E. Casey Foundation, will produce a comparison of the major differences and similarities of various comprehensive community initiatives focused on racial inequities. This document will be shared in its composite form with limited specific community information. Your community initiative will be listed as a contributor to this catalog of information. The plan for phase two is to create a learning network of up to a dozen communities that can learn from each other about strategies, leadership development, community engagement processes, resource development, and sustainability. From this process, we plan to create a guide for communities that want to create comprehensive initiatives to address racial inequities.

This survey will take approximately 30 minutes to provide basic information about your effort. We may want to contact you by phone to learn more. ***We sincerely appreciate your generosity in sharing information about your initiative so other communities may learn from your efforts.***

Tell us about You

Name: _____ TEAM Westport _____

Address: _____ Westport Town Hall, 110 Myrtle Ave _____

City/State/Zip: _____ Westport, CT 06880 _____

Day Phone: _____ 203-341-1066 _____

Email Address: _____ info@TEAMWestport.org _____

Website: _____ www.teamwestport.org _____

Race/Ethnicity: _____ multi-cultural _____

Role in the Effort: _____ Town Diversity Council _____

Did you consult with others when completing this survey? _____ Yes _____

Tell us about your Community:

Community: _____ Westport _____ **Population size:** (approximate): 25,000 _____

Demographics: (use approximate percentages)

___1%___ African-American ___2%___ Asian American/Pacific Islander ___1%___ Latino/a

_____ Native American ___96%___ White _____ Multiracial

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Has your community experienced a significant demographic change in the past 10 years? Please describe.

No

Tell us about your Effort:

1. What is the name of the initiative/coalition/task force/non-profit? **TEAM Westport (Together Effectively Achieving Multiculturism) Westport**

2. When did your effort start? **February, 2003**

3. Please describe how this initiative began. Were there any significant events that precipitated this initiative? **Insensitive display at the town's Public Library during Black History month.**

4A. Which of these institutional supports and capacities existed within the community to address race? Please add others.

	One or more organization(s) able to convene diverse stakeholders.		Respected leaders in the community who spoke up about racial issues
	One or more organization(s) that works specifically on race relations or racial equity issues.		An organized group of residents or an informal group who continually brought up racial issues and/or to a formal authority (e.g. city council)
	A formal leadership group that was addressing racial issues (school board, chamber of commerce, mayor, city council, civic leadership group, etc).		A coalition of organizations that continually brought up racial issues and/or to a formal authority (e.g., city council).
=====Please list other institutional supports and capacities=====			

4B. Who are the key actors who take leadership on racial issues in your community today? *Such as: mayor, religious leaders, local media, business leaders, etc.*

First Selectman (Mayoral equivalent) and TEAM Westport. Racial issues were not on the radar screen for most residents of the town until the development of TEAM Westport.

5. What are the mission and the goals of the effort?

to "bring together diverse members of the Westport/Weston community to learn from one another, ... analyze issues, evaluate options, and recommend specific actions to achieve, celebrate and extend a more welcoming, multicultural Westport/Weston community."

6. Which of the following best describes the initiative's strategic focus?

- ☒ **Increase the community's racial/ethnic awareness, knowledge, and/or skills.**
☐ **Improve race relations amongst groups and/or in the community as a whole.**
☐ **Reduce racial inequities in community.**

☒ **Other – please describe: Town's white majority has been generally unaware of the existence of any issues common to most citizen's within its on-white minority.**

Please add any comments about your initiative's focus.

There are no economic inequities within the town relative to race.

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7. How does this initiative define racism? *A lack of sensitivity and awareness of the negative impact of the behavior and environment of an overwhelmingly white community on its minority citizens.*

Tell us about the Leadership and Community Involvement:

8A. Which of the following best describes the current organization/group which is the “container” for this effort? *Container= provides the lead role in maintaining and sustaining the effort.*

☐ Non-profit organization ☐ Foundation ☒ City Hall/Mayor

☐ Coalition of organizations ☐ Leadership group of diverse stakeholders ☐ Interfaith group

☒ Other – please describe: Town of Westport

8B. Did *this* “container” exist throughout the effort? ☒ Yes ☐ No.

If not, please share what other entities played this role and approximately how long.

The committee was established with members appointed by the First Selectwoman (Mayor) during 2003 and the committee was officially designated as a town commission by the town legislative body during the fall of 2005.

9. Are there other efforts in the community that focus on addressing race relations or racial equity or is this the only such effort in the community? Describe other efforts.

There have been a few efforts by individuals and organizations in the town over the past 30 years including the following: [1] ADL’s World of Difference to educate community leaders on issues of diversity, [2] InterCommunity Camp to expose children to those of other races and cultures, [3] Project Concern/Open Choice to educate children of color from neighboring communities in underperforming schools, [4] Marty Hamer - community resident and activist who hosted events around issues involving race, wrote articles for local newspaper to raise awareness, and organized the Town’s african-american community around key issues of race.

10. Which sectors of your community are involved in this effort and how are they involved? *Please indicate all of their roles.*

L=serves a leadership role P=provides financial support or services I=Involved in program activities

<i>L</i>	<i>P</i>	<i>I</i>	<i>Sector</i>	<i>L</i>	<i>P</i>	<i>I</i>	<i>Sector</i>
			Corporations				Medium and small businesses
	X	X	Faith groups	X	X	X	Social services organizations
	X	X	Advocacy organizations			X	Criminal justice
	X	X	Schools	X	X	X	Higher education
X	X	X	City government				Health agencies/hospitals
	X	X	Local foundations		X	X	Non-profits
			Neighborhood groups/associations			X	Media
			Real estate				Housing organizations
			Economic development organizations				Banks
<i>=====Please add others=====</i>							

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11. Please share two major ways this effort sought broad community involvement.

Organized activities: *Community lectures, discussions, exhibits etc. Over 50 initiatives have been accomplished. See attached report for details.*

<i>Tell us about outcomes and strategies</i>

12. Please share the effort's desired long-term outcomes.

- a. Ensure that awareness, concern and conversation regarding diversity and multiculturalism are part of the fabric of the Westport community.*
- b. Eliminate 'negative assumptions' that Westporters of diverse backgrounds don't live here and are not welcome here.*
- c. Enable children in the Community to grow up with an expanded view of social reality - prepared to embrace the diverse world outside Westport.*
- d. Enable the views, attitudes and concerns of children of diverse backgrounds to be nurtured, respected and encouraged to ensure their growth as healthy human beings.*
- e. Ensure that Westporters of diverse backgrounds have facile access to the informal networks which allow them to leverage the key benefits of the community.*
- f. Provide teachers and other employees from outside the community the clear understanding that Westport neither prefers nor expects a lack of diversity.*
- g. Effectively address history and perception of profiling in Westport among people of diverse backgrounds.*
- h. Expand perspectives and directions of community organizations and institutions to embrace the needs of non-majority populations, e.g., language, food, preferred activities , hair care, etc.*
- i. Encourage organizations and institutions to include as part of their conversations and mindsets the establishment of explicit goals for diversity/multiculturalism and/or standards against which to measure change.*
- j. Establish effective forum and mechanisms for addressing issues of diversity such that multiculturalism may be effectively achieved, celebrated and extended from individual thru Town levels.*

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13. What have been the outcomes to date?

- | | |
|--|---|
| <input checked="" type="checkbox"/> Increased community awareness
<input type="checkbox"/> New programs to promote racial equity
<input checked="" type="checkbox"/> Improved/more media coverage
<input checked="" type="checkbox"/> Different/increased conversations about race
<input type="checkbox"/> More leaders advocating for racial equity
<input checked="" type="checkbox"/> Organized response to racial crisis | <input checked="" type="checkbox"/> A growing group with knowledge or skills
<input checked="" type="checkbox"/> Changes in policies or practices
<input type="checkbox"/> Increased diversity in civic leadership roles
<input type="checkbox"/> New alliances across racial/ethnic lines
<input type="checkbox"/> Tracking of racial indicators in different sectors
<input type="checkbox"/> More organizations working internally on equity |
|--|---|

Other Outcomes:

14. How are you measuring the outcomes?

- | | | |
|---|--|---|
| <input type="checkbox"/> Surveys | <input type="checkbox"/> Focus Groups | <input type="checkbox"/> Evaluation forms |
| <input type="checkbox"/> Interviews | <input type="checkbox"/> Tracking indicators | <input type="checkbox"/> Report Cards |
| <input checked="" type="checkbox"/> Have not formally started an evaluation process | | |
| <input checked="" type="checkbox"/> Other – please describe: School Curriculum Development in process | | |

15. Please review the following list of strategies. Please indicate which strategies your effort has used:

P =used in the past

C=using currently

F=plan to use in the future

<i>P</i>	<i>C</i>	<i>F</i>	<i>Strategies</i>	<i>P</i>	<i>C</i>	<i>F</i>	<i>Strategies</i>
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Dialogue groups/study circles	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Awareness training
			Anti-racism training	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Community/neighborhood forums
	<input checked="" type="checkbox"/>		Media campaign	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Skill-building training
		<input checked="" type="checkbox"/>	Community organizing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Leadership development
			Policy change				Advocacy work
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Community events/conferences				Mediation
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Action teams/groups	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Storytelling
			Organizational assessments/audits			<input checked="" type="checkbox"/>	Community/sector report card
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Research/community report			<input checked="" type="checkbox"/>	Diverse stakeholder leadership group
=====Please add others=====							

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16. If you had to define your effort to date in three stages, how would you label each stage and what was the approximate length of time? *Examples:*

Stage 1	Yrs.	Stage 2	Yrs.	Stage 3	Yrs.
<i>Build community awareness</i>	<i>2 yrs.</i>	<i>Community define the issues</i>	<i>1 yr.</i>	<i>Create action plan</i>	<i>6 mn.</i>
<i>Crisis and response</i>	<i>1 yr.</i>	<i>Bring adversaries together</i>	<i>6 mn</i>	<i>Develop a plan of action</i>	<i>1 yr.</i>
<i>Build multiracial relationships</i>	<i>2 yrs.</i>	<i>Assess the community</i>	<i>1 yr.</i>	<i>Identify institutional barriers</i>	<i>6 mn</i>
=====What are your stages?=====					
Build Awareness as Volunteer Org	2 yrs	Operate as Town Council	18mn	Implement External Community-based Organizations	2 yrs
Initiate & Continuously Improve Programming	2 yrs	Implement Fund-raising for Base Programming	2 yrs	Implement Fund-raising for Extended Programming & Staff	2 yrs

Tell us about Funding/Staffing and thoughts on a Learning Network

17. Who has provided funding for your effort to date? *Please share percentages based on your overall budget:*

66% Local Foundations 13% Corporations _____ Services
 _____ National Foundations 21% Individual donors _____ Events
 _____ Other – please describe: _____

18. What is your annual budget for this initiative? \$18,000 (Base Programming Target – Stage 2)

19. How many staff? _____ FT _____ PT _____ Consultants 100% Volunteers

20A. Do you think there would be an interest in participating in a learning network with other communities? X Yes _____ No _____ Maybe

20B. As we think about creating a learning network for Phase Two, please share your hope and expectations for such a network. What would you like to receive from this process? *(What do you want to know, what information would you want other communities to share, etc.)*
We want to know what programming does and does not work (especially in communities with similar demographics). We'd like to share information in this arena with other communities.

21. What would be your preference for the learning network process in terms of time commitment?

_____ A one time convening over several days (3-4)
X _____ A longer-term peer learning forum over a period of years
 _____ Something in between
 _____ A seminar held in your location for key leaders
X _____ Web-based information and network